



Hourly Fee Rates For Consultants - With effect from 1 January 2009

| Salary Band | Average Total Package | Model A Short Term | | | | Model B Long Term | | | |
|-------------|-----------------------|-----------------------------|---------------------|---------------------------------|---------------------|-----------------------------|---------------------|---------------------------------|---------------------|
| | | Option A 1 All Overheads | | Option A 2 Partial Overheads | | Option B 1 All Overheads | | Option B 2 Partial Overheads | |
| | | A 1.1 Mark-up | A 1.2 No Mark-up | A 2.1 Mark-up | A 2.2 No Mark-up | B 1.1 Mark-up | B 1.2 No Mark-up | B 2.1 Mark-up | B 2.2 No Mark-up |
| 16 | 1,278,322 | 2,557 | 1,969 | 2,199 | 1,687 | None | None | None | None |
| 15 / 16 | 1,128,311 | 2,257 | 1,738 | 1,941 | 1,489 | 1,862 | 1,433 | 1,602 | 1,230 |
| 15 | 978,300 | 1,957 | 1,507 | 1,683 | 1,291 | 1,614 | 1,242 | 1,389 | 1,066 |
| 14 / 15 | 884,068 | 1,768 | 1,361 | 1,521 | 1,167 | 1,459 | 1,123 | 1,255 | 964 |
| 14 | 823,490 | 1,647 | 1,268 | 1,416 | 1,087 | 1,359 | 1,046 | 1,169 | 898 |
| 13 / 14 | 751,613 | 1,503 | 1,157 | 1,293 | 992 | 1,240 | 955 | 1,067 | 819 |
| 13 | 674,208 | 1,348 | 1,038 | 1,160 | 890 | 1,112 | 856 | 957 | 735 |
| 12 / 13 | 544,712 | 899 | 692 | 773 | 594 | 806 | 621 | 692 | 528 |
| 12 | 439,496 | 725 | 558 | 624 | 479 | 650 | 501 | 558 | 426 |
| 11 / 12 | 405,145 | 668 | 515 | 575 | 442 | 600 | 462 | 515 | 393 |
| 11 | 370,793 | 612 | 471 | 527 | 404 | 549 | 423 | 471 | 360 |
| 10 / 11 | 343,756 | 567 | 437 | 488 | 375 | 509 | 392 | 437 | 333 |
| 10 | 316,720 | 469 | 361 | 402 | 307 | 443 | 342 | 380 | 295 |
| 9 / 10 | 288,425 | 427 | 329 | 366 | 280 | 404 | 311 | 346 | 268 |
| 6 to 8 | 188,166 | 278 | 215 | 239 | 183 | 263 | 203 | 226 | 175 |

How to determine the appropriate fee rate

1. Determine the consultancy option/model by applying the following criteria:

"Short Term" means less than 60 consulting days

"Long Term" means more than 60 consulting days

"All Overheads" means consultant provides all overheads e.g., office, parking, telephone

"Partial Overheads" means department provides some overheads e.g. office, parking, telephone

"Mark-up" provides for company profit margin - service normally provided by consulting company

"No Mark-up" service normally provided by individuals or NGOs

2. Determine the appropriate salary band based on the level of work that is required e.g., use job evaluation to determine the level of work - Salary band 13 represents the level of a Director in the public service, 14 a Chief Director, 15 a DDG and 16 a DG.

3. The hourly fee rate should be read where the consultancy option/model intersects with the salary band.

Note - The Guide on Hourly Fee Rates for Consultants and the latest Fee Rates are available at <http://www.dpsa.gov.za> and can be found under Document Archive, All Documents.

Link <http://www.dpsa.gov.za/documents.asp>